



Access statement

Disability Equality North West (DENW) is a Disabled People's Organisation and serves a community that is pan-impairment.

Its overall aim is to 'Further the Human Rights of disabled people across the North West'

It therefore strives to ensure that its: Services, Events, Building, Information provision, Staff and Volunteer support are accessible to all.

Access to Support Services

Our information services are accessible through one-to-one visits, by telephone, by e-mail, Messenger and SMS text.

The ground floor meeting rooms are fully accessible with an induction loop system and private interview room if required.

We will ensure that all our information is provided in point 14 arial minimum and/or supply information in larger print for those that require it. On request, we will endeavour to supply information in Braille/CD Rom or tape.

We have a range of information available from other organisations - we endeavour to ensure its accessibility but cannot always guarantee it. On request from the client however we will contact the organisation and request the information in an accessible format and remind them of their duties under the Single Equality Act 2010

We will also supply easy read when necessary.

All e mail communication will be in point 14 arial

We offer a person-centred service and offer one-to-one support with disability benefits.

An Interpreter, for those whom English is not their first language, or for our deaf or HOH clients, can usually be arranged with a week's notice. We can also provide lip speakers if given enough notice (resources permitting)

Accessible, picture supported directions to the Centre are available on request.

Support to volunteers

We endeavour to offer individual person-centred flexible support to our volunteers to enable them to be part of DENW and fulfil the duties of their allocated role.

If a volunteer needs specific support to carry out their duties he/she will be allocated another volunteer mentor until they feel comfortable and appropriate access support is in place.

Volunteers will be allocated their preferred role, if appropriate and if all access needs can be met. If this is not possible they will be allocated another role within DENW. We endeavour to support volunteers with their transport requirements; to travel independently, enabling them to get a Now card, access to accessible transport and in certain circumstances taxis.

The information centre is fully accessible on ground level with accessible toilet facilities and loop system

Meetings and Public Events

All our meetings are held in accessible venues and we endeavour to meet everyone's access needs.

All our meetings and events will be held in an accessible venue with level access or a ramp with clear signage, accessible toilet facilities and with a loop system.

We will ask people to inform us of their access requirements before an event or meeting. If they do not respond we may not be able to put everything in place.

The dates for meetings are always given as far in advance as possible asking about access needs,

Events will have appropriate signage in large print and easy read (picture supported).

We will endeavour to make sure that the information, i.e. agendas, minutes or reports are understood by all. (large print, picture supported, easy read if appropriate, on tape)

If deaf or HOH people have told us they are attending we will provide a BSL interpreter, Lip speaker or Speech to text reporter, depending on their needs

Volunteers can help to take notes for those that may be unable to take their own notes and need help

For consultation events a range of creative methods, such as graphic facilitation, will also be used.

Recruitment and Selection of paid staff

Equality, Diversity and Equal Opportunity is core to Disability Equality North West. It endeavours to promote its employment opportunities to all regardless of impairment/condition, age, ethnic origin, sexuality, gender, gender reassignment, 'race', colour, religious belief, class or membership of a trade union.

It is the responsibility of everyone that no job applicant receives less favourable treatment than another job applicant on these grounds.

A specification of all new posts will be desirable that successful candidates have personal experience of disability and this will be made clear on the job advert.

All the people on selection panels will have had Equalities and Recruitment & Selection training.

We will make a reasonable adjustment to the various stages of the recruitment and selection process as well as within employment.

On request we will offer recruitment information in alternative formats, i.e. large prints, audio, Braille, CD Rom. We will also receive application forms via alternative methods.

Shortlisted candidates will be offered a reasonable adjustment to the interviewing procedure to ensure that they have an equal chance during the interviewing procedure, i.e. BSL interpreter, lip speaker, large print, accessible interview room, support or personal assistance.

New employees will be offered Access to Work to enable them to fulfil the duties on their role.